

2026-2027 Employee Handbook Guide to Changes

Topic	Page Number (MEH)	Page Number (Editable Version)	Description of Change
Cover Page			Updated dates and copyright statement
Table of Contents	1-2	1-4	- Updated page numbers and order of entries - Added new topics of prohibition on diversity, equity, and inclusion and prohibited classroom instruction
Health Safety Training	16-17	13	Updated requirements to reflect safety training requirements for certain positions and the requirement to submit documentation to the district
Notification to Parents Regarding Qualifications	22	16	- Updated the language to reflect the positions that require parent notification including substitutes. - Removed the language regarding DOI exemptions since this is not allowable under new law
Outside Employment and Tutoring	22-23	N/A	Added local considerations referencing policies outside employment for administrators including the penalty for violation of law
Performance Evaluation	23	17	- Added policy reference - Removed the reference to code for nursing review committee and added the policy reference
Employee Involvement	24	N/A	Added local considerations for a single campus district
Mental Health Training	25	N/A	Updated the code reference for the requirements for mental health training for

			employees who regularly interact with students
Leaves and Absences	34	25	Added policy references
Temporary Disability Leave	45	N/A	Added local considerations to address the process for placing an employee on temporary disability leave
Jury Duty	48	N/A	Added local considerations about the prohibition of reducing an employee's personal leave for jury duty
Standards of Conduct	55	39	- Added policy reference DHA - Updated the language to reflect policy for reports to SBEC by the superintendent
Educator Code of Ethics	56-59	39-42	Renumbered factors under 3.9 to reflect policy
Reporting Suspected Child Abuse	62-63	44-45	- Updated and emphasized the 24-hour reporting timeline for child abuse - Updated that abuse must be reported to DFPS even when made to law enforcement - Updated local considerations with proper code and the requirements under law
Sexual Abuse and Maltreatment of Children	64	45	- Updated policy reference - Removed the reference to the bill
Reports to Texas Education Agency	64-65	45-46	- Added reporting timeline of 48 hours to report to TEA - Added local considerations to add Education Code and requirements for superintendent and principals - Added reporting time line of seven days for a certified employee for certain misconduct
Technology Resources	66	47	Added a policy reference

Personal Use of Electronic Communications	67-68	47-48	• Changed policy reference DH to DHA • Changed DH(EXHIBIT) to DHA(LEGAL)
Electronic Communications between Employees, Students, and Parents	69-72	49-51	• Changed licensed therapists to school psychologists to reflect updated title change
Employee Arrests and Convictions	73-74	N/A	• Added local considerations addressing reporting requirements for superintendents
Tobacco and Nicotine Products and E-Cigarette Use	75-76	53-54	• Updated language and local considerations to align with law • Added definition of “e-cigarette” defined in policy and health and safety code
Resignations	86-87	62	• Updated local considerations to address the principal reporting requirement to superintendent after an educator’s resignation and superintendent’s requirement to report to SBEC • Changed SBEC to TEA for required reporting by the superintendent for noncertified employees • Added a statement in local considerations to note that the superintendent should follow reporting requirements to TEA after notification from a principal or director of a noncertified employee’s resignation or termination
Dismissal or Nonrenewal of Contract Employees	87-88	62	• Added new policy references
Dismissal of Noncontract Employees	88	62-63	• Added policy references
Prohibition on Diversity, Equity, and Inclusion	89	63	• Added new topic of the prohibition of engaging in diversity, equity, and inclusion activities for employees with policy references and local considerations

Prohibited Classroom Instruction	89	63	• Added new topic of prohibited classroom instruction for employees with policy references and local considerations
Appendix	96-98	N/A	• Updated legal and local policies to be distributed to employees